

RECORD OF THE REGULAR MEETING OF THE BROOKLINE SCHOOL COMMITTEE HELD ON **THURSDAY, APRIL 28, 2016** AT 6:00 PM IN THE JAMES F. WALSH SCHOOL COMMITTEE ROOM, 5TH FLOOR, TOWN HALL. STATUTORY NOTICE OF THIS MEETING WAS FILED WITH THE TOWN CLERK.

School Committee Members Present: Ms. Ditzkoff (Chairman), Ms. Scotto (Vice Chairman), Mr. Chang, Ms. Charlupski, Dr. Jackson, Mr. Pollak, Ms. Stone, and Ms. Stram. School Committee members absent: Mr. Glover. Also present: Dr. Connelly, Dr. Shmukler, Ms. Dunn, Mr. Lummis, Mr. Kahn, and Ms. Coyne.

1. ADMINISTRATIVE BUSINESS

a. Calendar

Ms. Ditzkoff called the meeting to order at 6:00 PM. She noted upcoming events on the calendar.

b. Consent Agenda

ACTION 16-21

On a motion of Dr. Jackson and seconded by Ms. Charlupski, the School Committee voted (Mr. Chang abstained because he was not at the March 10, 2016 meeting and Ms. Scotto and Ms. Stone abstained because they were not at the April 14, 2016 meeting) to approve the items included in the Consent Agenda.

- i. Past Record: March 10, 2016 School Committee Meeting
- ii. Past Record: April 14, 2016 School Committee Meeting

2. SUBCOMMITTEE AND LIAISON REPORTS

a. Finance

Ms. Stram reported that the Finance Subcommittee met on April 25, 2016 to review the FY 2016 3rd Quarter Financial Report. Ms. Dunn will be presenting the report later this evening. The next meeting of the Finance Subcommittee will take place on May 16, 2016.

b. Capital Improvements

Mr. Pollak reported that the 9th School Site Selection Committee of 7 met on April 28, 2016 to review the Architect Packages and to decide which firms should be interviewed. The Committee will interview firms on May 9, 2016. The School Committee will be meeting in early June, possible June 7, 2016, to vote on a Change Order for the Devotion School project (early bid package). There will be a 9th School Community Meeting on May 18, 2016 at 7:00 PM in the Pierce Auditorium, a Devotion Project Community meeting on June 8, 2016 at 7:00 PM in the Devotion Auditorium, and a Brookline High School Expansion Community Meeting on June 13, 2016 at 7:00 PM at the Brookline High School. The next meeting of the Capital Improvements Subcommittee will take place on May 13, 2016.

c. Curriculum

Ms. Charlupski reported that the Curriculum Subcommittee met earlier this evening to review the Devotion School Improvement Plan. The Subcommittee will be meeting on May 5, 2016 to review the School Improvement Plan for the Brookline High School and on May 25, 2016 for a status report on curriculum initiatives.

d. Government Relations

i. School Committee Position on 2016 Annual Town Meeting Warrant

Article 14: To see if the Town will accept the provisions of Section 148C of Chapter 149 of the Massachusetts General Laws, the Earned Sick Time Law, pursuant to Article CXV of the Amendments to the Constitution of the Commonwealth (Proposed Vote)

Ms. Stone made the following statement:

Article 14 of the 2016 Annual Town Meeting Warrant (Attachment A) is a repeat of last November's Article 7, to see if the Town will adopt and enforce the Earned Sick Time Law.

Article 7 was defeated at Town Meeting last November, in part because of assurances from the Town and the Schools that, in the Town's case that they would implement a new policy last fall, and in the School's case that we would act expeditiously to reform our sick leave policy and extend it in particular to our long-term substitutes who are typically hired for at least 30 days at a time. I appreciate that the petitioners resubmitted this article to hold us to that promise.

As I believe Dr. Jackson explained at the last School Committee meeting, the Policy Subcommittee held a public hearing on the Warrant Article as part of its consideration of the promised new policy on earned sick time that Dr. Jackson presented for first reading. One of the two petitioners of the Warrant Article, Kea Van der Ziel, was at the public hearing and we had a good exchange on various issues.

To recap quickly on the substance of this article, while we support the idea of earned sick time for less than half-time, temporary, and certified seasonal employees, we also want to exempt certain positions from this coverage, for example stipendiary positions such as coaches who are not also employed as staff, student interns who work in our school offices, and regular substitute teachers who are called in sporadically to cover for a teacher who is out sick for just a day or two. Adoption of the law would require us to cover all of those positions as well, which is not really what the law intends and is administratively almost impossible. This new policy, with those exemptions, is both workable and fair and I believe is responsive to the intent of the earned sick time law.

Earlier this week, Mary Ellen Dunn and I also attended the Advisory Personnel Subcommittee's public hearing on the Warrant Article and answered various questions about our policy, its timing, and its coverage. What's most important to understand and

that we clarified for Advisory is that our policy is modeled on the Town's policy (including the calculation of sick leave and what is covered), but the exemptions are specific to the relevant Schools short-term and stipendiary hires.

After the hearing, the Personnel Subcommittee recommended No Action by a vote of 3-0. Full Advisory is meeting as we speak to consider Warrant Article 14.

As the Policy Review Subcommittee voted, I believe the School Committee should continue to recommend a vote of No Action should this warrant article be put forward at Town Meeting, as we did last November because our policy meets the intent of the law without exposing us to administrative processes and costs that are unnecessarily burdensome.

With that, I move that the School Committee recommend that Town Meeting vote NO ACTION on Article 14.

ACTION 16-22

On a motion of Ms. Stone and seconded by Dr. Jackson, the School Committee VOTED UNANANIMOUSLY to recommend that Town Meeting vote no action on Warrant Article 14.

e. Policy Review

i. Proposed New Public Schools of Brookline Earned Sick Time Policy for Less than Half-time, Temporary, and Certified Seasonal Employees (2nd Reading/Vote)

Dr. Jackson explained the change to the draft presented on April 14, 2016 (wording of the first paragraph was clarified). Ms. Dunn stated that the proposed policy will result in additional costs from hiring per diem substitutes to cover for long-term substitutes out on sick leave. Implementation costs and the administrative burden would be significantly higher if we were to adopt the State Statute.

ACTION 16-23

On a motion of Dr. Jackson and seconded by Ms. Stone, the School Committee VOTED UNANANIMOUSLY to approve Public Schools of Brookline Earned Sick Time Policy for Less than Half-time, Temporary, and Certified Seasonal Employees, as shown in Attachment B.

ii. Proposed Changes to the Public Schools of Brookline Physical Restraint Policy-Section E2b (2nd Reading/Vote)

Dr. Jackson and Deputy Superintendent for Student Services Karen Shmukler explained the changes to the draft policy presented on April 14, 2016 (if the principal is unavailable, allows a principal's designee to determine whether a restraint or time-out can exceed a specified duration; parents would be orally notified of the use of restraint as soon as possible but not later than within 24 hours of the restraint). The procedures referred to in the proposed policy have already been written. All staff receive training on

understanding the regulations during orientation. Each school building has a crisis response team. The teams' members receive extensive training and certification. They are the only people at the schools authorized to do student restraint. The training is more about prevention and response.

ACTION 16-24

On a motion of Dr. Jackson and seconded by Ms. Stone, the School Committee VOTED UNANANIMOUSLY to approve the proposed changes to the Public Schools of Brookline Physical Restraint Policy, as shown in Attachment C.

Dr. Jackson reported that the next meeting of the Policy Review Subcommittee will take place on May 12, 2016. The agenda will include review of three financial policies (Student Fees, Fines and Charges; Financial Assistance; and Meal Charges) and the Public Schools of Brookline Anti-Bullying, Anti-Discrimination and Anti-Harassment Policies.

f. Additional Liaisons and Updates

Ms. Charlupski reported that she attended an EDCO Collaborative Board of Directors meeting earlier today. The EDCO budget has a small surplus. The Board voted to amend the EDCO Collaborative Articles of Agreement. The proposed changes will be presented to the School Committee for a vote on May 5, 2016. Brookline will remain in the Collaborative for at least the coming year. The Board hired a consultant to investigate possible mergers. The consultant will report back to the Board in June. Mr. Pollak reported that he attended a Brookline Adult and Community Education Advisory Council meeting on April 25, 2016. The agenda included an update on the relocation and the budget.

3. PUBLIC COMMENT

There was no one signed up for Public Comment.

4. STUDENT REPORT

Mr. Kahn reported that the Brookline High School (BHS) Day of Dialogue took place today. There were five assemblies. The student body embraced the day and was respectful. The Day shows how much progress has been made, but is also a reminder of the internal and external struggles. The administration is very committed to the concept of gender neutral restrooms, but ran into some structural difficulties (whether the restrooms are large enough to meet school safety and Americans with Disabilities Act standards). Mr. Kahn asked if the School Committee could provide any assistance to the BHS administration. Ms. Ditkoff asked whether the School Committee has any policies in place that would be relevant to this issue. Mr. Kahn noted that he is hopeful that the issue will be addressed by the start of the next school year.

In response to the student protest and discussion at Town Hall, work has begun to create a "know your rights" poster to make information on student rights and reporting mechanisms more accessible. Students and administrators have had several brief

conversations. It's important that the administration continue to reach out to students and provide more opportunities to share ideas. The Lunch and Learn Series worked well for this purpose.

The year is coming to a close. Juniors and seniors are taking Advanced Placement (AP) exams and finals. Progressions, the BHS annual dance showcase, will be on May 5, 6 and 7, and the Student Directed Festival will be on May 20 and 21. Juniors are taking on additional responsibilities in many school clubs and organizations. Students were recognized for their achievements at the BHS Special Awards Ceremony on April 26, 2016 and at the 6th Annual Brookline Hub Youth Award Ceremony on April 27, 2016. School Committee members congratulated Mr. Kahn for being recognized. Mr. Kahn noted that unlike in past years curriculum coordinators chose not to present certain student awards as a way of expressing support for the Brookline Educators Union (BEU). Ms. Ditkoff expressed her disappointment that staff members chose to exercise their right to voice their support in a way that would impact such an important and once in a life time event for students and their families. Ms. Stone referred to a recent email from former School Committee member Abby Cox in which Ms. Cox noted Mr. Kahn's role in encouraging the School Committee and administration to focus on issues of race and the achievement gap.

5. INTERIM SUPERINTENDENT'S REPORT

Dr. Connelly provided the following report:

1. Reorganization of School Committee – May 5, 2016

Reminder: Our next meeting on May 5th, will be the annual School Committee reorganization meeting. The School Committee will vote to appoint the Chairman and Vice Chairman and to reappoint the Executive Secretary. Also, all newly elected or re-elected Committee members need to take the Oath of Office prior to the May 5th School Committee meeting.

2. First Class Conversion to Google Timeline

As I announced on April 26th, the Public Schools of Brookline will be switching to Gmail for our email because First Class is too unreliable at this point. We have decided to go with Gmail because it allows us to fully integrate Google Drive, Google Docs, and other services that more than 1,000 staff members are already using through their PSBMA.org Google accounts. Also, since so many people already use personal Gmail accounts, we anticipate that the switch will be easier than moving to an entirely new email system. We will make the move to Google on June 8th. We are switching this spring because we are not confident that First Class will last through the summer without another major outage, and we want to provide support and guidance during the school year to help people make the transition. This will ensure that we can get the technology to function correctly and give everyone a chance to familiarize themselves with the new system and get support before the summer break begins.

3. June Meeting for Joint BOS and School Committee Meeting

The 9th School Working Group has requested a Joint Meeting of the Board of Selectmen and School Committee be scheduled in June with 30 minutes being allotted to a discussion on the 9th School. The School committee meeting dates in June are Wednesday, June 1st and Thursday, June 16th. The Board of Selectmen will meet on Tuesday, June 7th and Tuesday, June 14th. Neil Wishinsky would prefer June 7th be scheduled for this Joint Meeting. Tony Guigli has also requested the School Committee meet on June 7th to vote on a Devotion construction project change order. As a result, Tuesday, June 7th appears to be the best date for this requested School Committee/Board of Selectmen joint meeting.

4. Superintendent Public Forums – Remaining Dates

Superintendent Public Forums continue to go well and be well attended. Special thanks to Rebecca Stone, Susan Wolf Ditkoff, Jennifer Fischer-Mueller and Ben Lummis for being in attendance to assist with parental questions. The remaining forum dates are:

<i>Lawrence School</i>	<i>Thursday, April 28, 2016</i>	<i>8:00 a.m.</i>
<i>Pierce School</i>	<i>Tuesday, May 3, 2016</i>	<i>8:00 a.m.</i>
<i>Lincoln School</i>	<i>Friday, May 6, 2016</i>	<i>8:00 a.m.</i>
<i>METCO (Yawkey Club of Boston)</i>	<i>Wednesday, May 11, 2016</i>	<i>6:30 p.m.</i>
<i>SEPAC</i>	<i>Friday, May 20, 2016</i>	<i>8:30 a.m.</i>

5. Administrative Searches – Update

Senior Director for Teaching and Learning

This search has involved interviewing 10 candidates for the position of Senior Director for Teaching and Learning for Elementary Education. We have now identified our preferred candidate and are conducting in-depth reference checks. I hope to be able to identify this candidate at the May 5th School Committee meeting.

Deputy Superintendent for Teaching and Learning

Our Search Committee completed a thorough review of the 47 applications received and identified eight candidates for initial interviews. The Search Committee will begin interviewing candidates on Friday, April 29th; Thursday, May 5th; Tuesday, May 10th and Wednesday, May 11th. It is our intent to have finalists identified by May 11th so that second round interviews can be conducted during the weeks of May 17th and May 23rd.

Deputy Superintendent for Student Services

We have now formed the Search Committee and plan to begin the review of applications during the week of May 9th following the application deadline of Friday, May 6th.

Lincoln School Principal

The Lincoln School Principal Search Committee viewed 47 applications and identified eight candidates to be interviewed. To date, two of the eight candidates

have been interviewed with the remaining candidate interviews scheduled for Thursday, April 28th; Monday, May 2nd, and Tuesday, May 3rd. Second round interviews with selected finalists are scheduled to take place during the weeks of May 9th and May 16th.

6. Caverly Awards Announced

Just before the April break, I had the opportunity to accompany Kathleen Sheehy, Executive Director, and Ian Roffman, President, of the Brookline Education Foundation, as they visited Brookline High School and the Devotion School to meet and inform this year's Caverly Award recipients of their special honor. This year's recipients are Jill Sifantus, BHS Biology teacher and Janice Gaudette, Devotion School Special Education teacher. Both of these deserving educators will receive their award on Tuesday, May 17th at the BEF Celebrating Teachers event at Newbury College. We will invite both Jill and Janice to the May 19th School Committee meeting.

7. Grade 8 National Spanish Exam Results

The following very special email was sent by John Pedini, 6-8 World Language teacher at the Lincoln School and Dawn Carney, Coordinator of the Elementary World Language Program.

This year 26 of the eighth grade students at Lincoln School participated in the National Spanish Exam. The vast majority of these students began Spanish in Grade 1 when our Elementary World Language (EWL) program began. Since they began their study in the elementary grades, they had to compete against a higher caliber pool of students in the State and Nationally. The exam consists of four parts: grammar, vocabulary, reading and listening comprehension. I'm happy to announce that there were 11 PERFECT scores in the vocabulary section, 2 in the grammar section, 11 in the reading and 8 in the listening comprehension. Some students had multiple perfect scores. This resulted in 5 Gold Medal winners, 4 Silver Medal winners, 3 Bronze Medal winners and 4 Honorable Mention awards.

As if that were not enough, we also had two State/National winners with 4 perfect scores: Soeren Euvard in the Outside Experience category, a higher level of competition; and Anton Garcia Beca in the Bilingual category, the highest level of completion. Anton is the third State winner in the Bilingual category from the Lincoln School since the year 2001. These two students will be honored at Regis College on May 9th with a dinner for them and their families where they will accept their award from the Ambassador of Spain. This is testimony that our Elementary World Language program is producing tremendous results. (John Pedini/Dawn Carney)

8. 16-17 Kindergarten Enrollment Update

Please see the attached breakdown of anticipated enrollments for the Class of 2029 through April 27, 2016.

Dr. Connelly stated that we could end up with an incoming kindergarten class of 600 rather than 650 for the 2016-2017 school year. This would mean that we would not need to add a 31st classroom. The kindergarten classrooms averaged 21-22 students this year. A class of 600 in 30 classrooms would work better.

6. PRESENTATIONS AND DISCUSSIONS OF CURRENT ISSUES

a. FY 2016 3rd Quarter Financial Report

Deputy Superintendent for Administration and Finance Mary Ellen Dunn presented the FY 2016 3rd Quarter Financial Report (Attachment D). The FY 2016 budget has a projected negative variance at the close of the 3rd Quarter of \$180,215. The significant driver of the shortfall is Transportation. The Transportation budget is currently over expended by \$492,267. The Regular Education Transportation budget is projected to be over expended by \$202,870 due to Devotion School transportation services. In FY 2017 the cost will be charged to the Devotion Building project. The Special Education Transportation projected deficit is down from the 1st Quarter as a result of actual utilization reductions due to missed attendance days. Between now and the end of June, we should be able to address the projected deficit. All collective bargaining agreements have yet to be settled. We are showing the amount budgeted for each bargaining unit; however, this amount is not necessarily what will be finalized as part of negotiations. The School Policy Review Subcommittee will be taking up three financial policies (Student Fees, Fines and Charges; Financial Assistance; and Meal Charges) on May 12, 2016. Ms. Dunn stated that she is working on implementing a new on line payment system.

7. NEW BUSINESS

There was no new business to discuss.

8. PROPOSED EXECUTIVE SESSION

By unanimous roll call vote at 7:30PM, the School Committee entered into Executive Session for Purpose 3, to discuss strategy with respect to collective bargaining (Brookline Educators Union-Units A, B, and Paras) because the Chairman has declared that an open meeting may have a detrimental effect on the School Committee's bargaining position. By unanimous roll call vote at 8:30 PM, the School Committee reconvened in public session.

9. ADJOURNMENT

Ms. Ditzkoff adjourned the meeting at 8:30PM.

Respectfully Submitted,

Robin E. Coyne, Executive Assistant
Brookline School Committee